

# GRIT – Angela Duckworth

- Talent X Effort = Skill
- Skill X Effort = Achievement

REQUIRES : Deliberate Practice – building for achievement

- Clearly defined stretch goal
- Full concentration and effort
- Immediate and informative feedback
- Repetition with reflection and refinement

From GRIT, The Power of Passion and Perverseance by Angela Duckworth



Graphic from Peak Performane, - Included in Paul G, Stolz, Ph.D.'s book GRIT, The Science of what it takes to Persevere, Flourish, Succeed

## 5 ways to increase GRIT

Here's what Duckworth says will build that inner strength and make you gritty:

- **Pursue what interests you:** You're not going to stick it out if you don't care.
- **Practice, practice, practice:** It's not just how you get to Carnegie Hall. We love doing things we're good at.
- **Find purpose:** How does what you do help others? That's what makes a job into a calling.
- **Have hope:** No "wishing on a star" here, pal. Have hope because you are going to make it happen.
- **Join a gritty group:** Mom was right; spend time with slackers and you'll be a slacker.

Interview Questions to assess GRIT from Nathan Tanner, Business.com – “An Expert Reveals what’s the Most Important Trait to Hire For.”

- Can you tell me about a time when you came close to failing but you pushed through?
- How do you maintain a positive outlook when the challenges seem insurmountable?
- What is something difficult that you mastered and how did you go about it?
- Can you tell me about some of the obstacles you overcame to reach your present position?

Intentional – stalking, stealing the best thing, etc. ME – companies targeting personality that does not have personal boundaries and will do too much to burnout and may even blindly follow into an illegal place, Unintentional – drug company that tests and finds a life changing drug but eventually it is found to cause great harm. For many of us, the initial response to stress is to look for external fixes. We turn to productivity tools or apps that promise to help us manage mounting pressures or we look for ways to alleviate our discomfort: find a different job, hire a new employee to take on an increased workload, or switch careers. But these solutions are often temporary and ineffective. Managing stress over the long-term requires cultivating your own resilience skills before seeking external solutions so that you can turn changes,

stresses, and challenges into opportunities. These skills include adaptability, a healthy relationship to control, continual learning, having a sense of purpose, and knowing how to leverage support and appropriate resources. Over 25% of employees are pointing to work stress as a major problem.. challenge. It's clear that stress and burnout related to the increasing pace and intensity of work are on the rise globally.

Unintentional – stress, not handled, resilience or some call it robustness,

## Insecure Overachievers

- Insecure overachievers are exceptionally capable and fiercely ambitious, yet driven by a profound sense of their own inadequacy.

This type of person is well-educated, intelligent, good-looking, mobile and highly performance motivated. Often known as a high potential and the profile sought out by many professional organizations, such as consulting, accounting legal,,etc. This profile was developed in the 60's by McKinsey and has been adapted by many organizations since.

<https://www.linkedin.com/pulse/you-insecure-overachiever-patrick-lynch/>

<https://hbr.org/2018/02/if-youre-so-successful-why-are-you-still-working-70-hours-a-week>

<https://fairygodboss.com/articles/3-alarming-ways-companies-manipulate-insecure-overachievers>

## Darkside for Insecure Overachievers at work

- **1. Some companies specifically seek out job candidates with “[imposter syndrome](#)”. Also, know as insecure overachievers.**
- **2. By upping the pressure on employees with no concern for burn-out, some companies attract excellent short-term workers, but don’t invest in their long-term retention.**
- **3. Companies that manipulate achievers encourage the creation of workplace environments fueled by control and competition.**

**Summary of the GRIT presentation given at UWO, IMA Student night by Sheryl Huhn.**

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